



**UNION OF HEALTH AND ENVIRONMENT
WORKERS**

**SYNDICAT DES TRAVAILLEURS DE LA SANTÉ ET
DE L'ENVIRONNEMENT**

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UHEW STATEMENT ON HARASSEMENT

Our union is made strong by members working together to improve our working lives and to preserve the rights that we have struggled to achieve. Mutual respect is the cornerstone of this cooperation. The PSAC Constitution confirms that every member, staff person and non-staff support people (e.g. technicians, interpreters, etc.) are entitled to be free from discrimination and harassment, both in the union and at the workplace, on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, genetic characteristics, criminal record, disability, sexual orientation, gender identity or expression, language, social and economic class, or political belief. Members, staff, and non-staff support people are also entitled to be free from psychological harassment.

All communication should be respectful at union events, including content displayed or posted or discussions on event platforms. Harassment includes bullying, intimidating, threatening, abusive, defamatory, obscene, indecent or objectionable comments or actions. To be clear, content or discussion of a racist, sexist, ableist, homophobic, transphobic, or otherwise discriminatory nature will not be tolerated or accepted, consistent with relevant human rights legislation. Content and discussion must not be offensive or graphic in tone or in nature.

If you experience harassment, and it is appropriate to do so in the circumstances, you may choose to address the behaviour directly by asking the member to stop. Early and informal resolution is encouraged where possible, and the identified Anti-Harassment Coordinator is available to support you, including by facilitating a discussion between you and the other member.

If you are not comfortable raising the issue directly, or if the behaviour continues, you should contact the identified Anti-Harassment Coordinator to discuss next steps. They can guide you through the available options and processes under the PSAC Code of Conduct, the PSAC Constitution and Regulations, applicable policies, and, where relevant, collective agreements.

Harassment in all its forms detracts from our common purpose and weakens our union. May each one of us treat each other with kindness, compassion, dignity, and respect.